



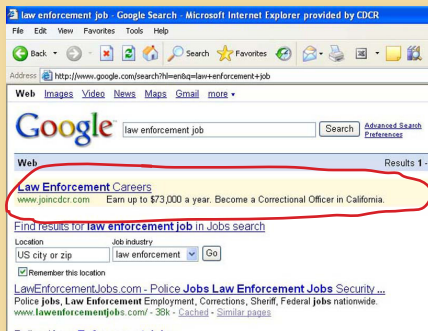
NOVEMBER - DECEMBER 2007

THE RECRUITER

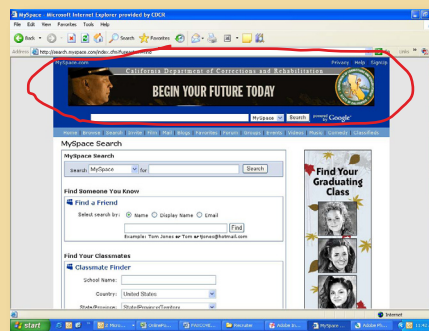
Dedicated to the California Department of Corrections and Rehabilitation's Recruitment Efforts.

OFFICE OF PEACE OFFICER SELECTION

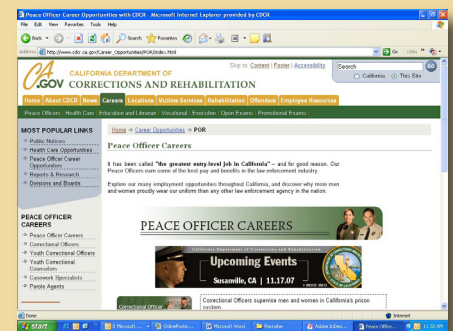
Start Here



Or Here



And End Up Here



ONLINE ADVERTISING GENERATES RESULTS

The California Department of Corrections and Rehabilitation (CDCR) continues to lead the law enforcement industry by using cyberspace to find its future workforce. For the past two years, CDCR's Peace Officer Recruitment Unit (PORU) has advertised its vacancies extensively on major internet job boards, such as Careerbuilder, Monster, and Yahoo!s HotJobs. But, recently, PORU started using the power of "search marketing" on Google and Yahoo! to help people seeking careers in law enforcement find the department's web site. When people type specific key words, such as "law enforcement jobs" on these search engines, a link to the CDCR web site often appears near the top of the results page, which in October brought more than 17,000 individuals to the department's peace officer recruitment pages. CDCR is also finding thousands of young men and women on social networking sites, such as MySpace, where its advertisements appeared more than 26 million times in October, prompting an additional 17,000 individuals to visit the department's web site.

Recruitment Workshops and Testing

Event and Location	Date
University of Nevada, Las Vegas (Phase I & II)	Nov. 2-3
Salinas Valley State Prison (Phase II)	Nov. 2-3
High Desert State Prison (Phase I & II)	Nov. 17-18
High Desert State Prison (Phase II)*	Dec. 1-2
Correctional Training Facility (Phase I & II)	Dec. 12-14

Phase I: Presentation, application process, written test, Peace Officer Psychological Evaluation.

Phase II: Physical Abilities Test, Vision Test, Personal History Statement prescreen, fingerprinting.

*If needed.

The RECRUITER newsletter is published by the Office of Peace Officer Selection and the Office of Workforce Planning.

The RECRUITER newsletter is distributed electronically every two months to CDCR employees to keep staff informed of hiring needs and initiatives.

Tom Gjerde, Editor

GOVERNOR OF CALIFORNIA
ARNOLD
SCHWARZENEGGER

SECRETARY
JAMES E. TILTON

Office of Workforce Planning

Tara Naisbitt - Chief
(916) 341-7009

RECRUITMENT
Aimee Yuki
(916) 341-7007
Tyrone Espinoza
(916) 323-0146
Lori Rucks
(916) 323-2967

EDUCATION RECRUITMENT
Rosanna Rainville
(916) 445-0668

Office of Executive Recruitment & Program Performance Mgmt.

Tina Campbell - Chief (A)
(916) 323-6114

EXECUTIVE RECRUITMENT
Mary Sue Bautista
(916) 445-9717

Office of Peace Officer Selection

Gary Swarthout - Chief

PEACE OFFICER
RECRUITMENT
Suzanne Chan
(916) 227-2068
Doug Chatfield
(916) 227-5732
Robert Wonnell
(916) 227-2084

RECRUITMENT INFORMATION

NON-PEACE OFFICER CAREERS
ONLINE:
www.cdcr.ca.gov/careers
CALL: (888) 232-4584
EMAIL:
careers@cdcr.ca.gov

MEDICAL CAREERS
ONLINE:
www.cdcr.ca.gov/careers
CALL: (877) 793-HIRE
EMAIL:
medcareers@cdcr.ca.gov

PEACE OFFICER CAREERS
ONLINE:
www.cdcr.ca.gov/jobs
CALL: (866) 232-JOBS
EMAIL:
recruit@cdcr.ca.gov

The Office of Workforce Planning and the Peace Office Recruitment Unit Combine Recruitment Efforts

Submitted by Rosanna Rainville, Education Recruiter

The Office of Workforce Planning (OWP) and the Peace Office Recruitment Unit (PORU) recently joined recruitment efforts to participate in a *Sacramento Bee* - CareerBuilder Career Fair. More than a thousand people attended the Sept. 11, 2007 event at the Sacramento Scottish Rite Temple.

A few days prior to the career fair, the *Sacramento Bee* published an article focused exclusively on CDCR and the need to recruit qualified candidates in a variety of classifications.

The publicity paid off.

The CDCR recruitment booth was easily the most visited.

Hundreds of potential candidates waited patiently just to speak with a recruiter. Many job seekers said they were surprised to see the variety of classifications that exist within CDCR, such as mental health and dental professionals, teachers, architects and analysts, to name a few.

By the end of the day, more than 200 people completed contact cards, expressing an interest in beginning a career with the Department. To date, 20 have begun the process to become a CDCR employee.

CDCR recruitment efforts will continue to intensify in the coming months, as we attend career fairs, association meetings and college job fairs throughout California. OWP and PORU will continue to look for opportunities in which we can work together to attract and recruit qualified candidates for the Department.

Career Fairs and Hiring Workshops

Event and Location	Date
Chico State University, Chico, CA	Nov. 7
Military.com Career Fair, Los Angeles, CA	Nov. 8
California Job Journal, Diversity Fair, Sacramento, CA	Dec. 4
San Francisco Chronicle, San Francisco, CA	Dec. 5

The Office of Workforce Planning continues to seek innovative ways of achieving CDCR's goal of decreasing the number of vacant positions within the institutions and facilities statewide. If you have questions about recruitment, please call one of CDCR's recruiters at 888-232-4584.